Approved For Release 2005/11/21 : CIA-RDP78-03091A000100020049-4

SECRET

DD/S 60-2914

Subj file

Pers 17-5

21 JUL 1960

MEMORANDUM FOR: Deputy Director (Support)

THROUGH : Director of Personnel

SUBJECT : Civil Service Retirement

REFERENCE : [redacted] "Civil Service Retirement Agency Retirement Board"

25X1

1. This memorandum contains a recommendation for DD/S approval. Such recommendation is contained in Paragraph 4.

2. The Office of Training, in implementing the Agency's practice that employees will normally retire when they become eligible, has encountered the problem of how this practice can be applied to [redacted]. We are prevented by cover considerations from using the Agency as the source of this policy, and we know of no directive by the cover organization which could be cited as the authority for such action. In the absence of an authoritative directive, the retirement when eligible practice would have little if any force for retirement of "[redacted]" employees.

25X1

25X1

3. Aside from the cover aspects stated in Paragraph 2, most of the individuals included in the [redacted] category are skilled or semi-skilled artisans and technicians who are recruited at some expense and, often, with great difficulty. Their departure on early retirement would, in most instances, not create the desired higher graded job opportunities for younger employees (because of the small number of gradations in the various occupational specialities) but rather, it would cause additional recruitment and training of replacements.

25X1

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4. I am, therefore, recommending for your approval, that the [redacted] 25X1
be excluded from the retirement understanding (as stated 25X1
in [redacted] dated 5 January 1960) based
on cover and other considerations discussed in
Paragraphs 2 and 3. It should be noted that for several
years now OTR has pursued the practice of persuading
employees to retire who, for medical or age reasons,
can no longer maintain the desired level of performance.
This practice has been particularly successful among the 25X1
[redacted] and, therefore, satisfies
to some degree, the intent of the retirement when eligible
policy.

Signed

MATTHEW BAIRD
Director of Training

The recommendation in Paragraph 4 is approved. 3 AUG 1960

Signed

Deputy Director (Support)

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